

Rate of Pay: TBD for the 2024-2025 school year. Currently \$131,962-\$153,113, DOE

Insurance: Generous Health, dental, and vision contribution from the district, currently up to \$2,179 (based upon family coverage), TBD for 2024-2025.

PERS Retirement: The district assumes and pays the 6% average employee contribution to the Oregon PERS system.

Retiree Benefits: An administrator who retires from KFCS and from PERS, with at least ten consecutive years of experience as an administrator in the district immediately prior to retirement, will receive the following retirement benefits:

One percent (1%) of the administrator's final base salary per month for a total of eight-four (84) months.

AND

Medical insurance premiums for the administrator and spouse (if necessary) for a total of eighty-four (84) months. When an administrator retires, the District will contribute up to the employee only cap or the employee-spouse cap. Should the district contribution be insufficient to pay for the monthly cost of the insurance, then the parties agree that the excess insurance premium contribution will be made by the retiree.

JOB SUMMARY

The Principal works under the direction of the District Superintendent or designee and is the instructional leader of their school, responsible for establishing an instructional vision and a focused plan for improving student achievement; monitoring and supervising instruction; supporting teachers in improving their instructional practice; creating a community of continuous learning for all staff and students; and fostering a culture of high expectations for all students. In addition, the Principal is charged with building strong partnerships with families and community, creating a safe, supportive school climate, and effectively managing operational, technical and staff issues to promote instructional progress. The Principal is directly responsible for the efficient operation of the building and learning environment.

Experience:

- At least five (5) years of successful teaching experience in a K-12 public school setting
- Evidence of successful administrative and leadership experience
- Understanding of high school programs, concepts, and research
- Record of successful community relations

Education:

Masters Degree in Education or a closely related field

Licensure:

- Hold, or qualify for, appropriate Oregon Administrative License through the Oregon Teacher Standards and Practices Commission.

- Holds a current teaching license from the Teacher Standards and Practices Commission in the State of Oregon, preferred.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Essential duties of this position include the following. Employees in this position perform some or all of the following tasks. Other duties may be assigned.

1. Establishes and maintains an effective learning climate in the school and supervises the school's educational program.
2. Assists in the development, implementation, revisions and evaluation of the curriculum and programs within District established guidelines to meet student needs.
3. Supervises all licensed, classified, and administrative personnel including custodial staff attached to the school and assumes responsibility for the safety and administration of the building.
4. Establishes guidelines for student conduct and maintenance of student discipline.
5. Assists in the hiring, training, assigning and evaluating of the school staff and supervises the school's teaching process.
6. Plans, organizes and/or directs implementation of all school activities.
7. Establishes and maintains favorable relationships with local community groups and individuals to foster understanding and solicit support for overall school objectives and programs and to interpret Board policies and administrative directions.
8. Orients newly assigned staff members.
9. Responsible for evaluating all assigned staff members regarding their individual and group performances.
10. Directs the accuracy and completion of all required reports.
11. Supervises the enforcement of immunization laws and provides oversight to see that health records are kept current.
12. Participates in District Team Leadership Team meetings and other meetings as appropriate.
13. Prepares the school's budget requests and monitors expenditures of funds. Maintains and controls the various local funds generated by student, parent and/or community activities, as appropriate.
14. Coordinates with HR Director to place student teachers.
15. Works with various members of the District Office and other departments on school problems such as transportation, students with special needs, home school, etc.
16. Conducts staff meetings to keep members informed of policy changes, new programs, etc.
17. Keeps the Superintendent and Board informed of the school's activities, concerns and programs.
18. Keeps abreast of developments in the profession by attending professional meetings, reading professional journals and other publications and discussing problems of mutual interest with others in the field.
19. Responsible for monitoring student learning progress in the building.
20. Coordinates responsibilities with District Transportation manager involving the transportation program as necessary to your building and student needs.
21. Administrators work as a team under the direction of the superintendent or designee to coordinate all curriculum and instruction, K-12.
22. Performs other duties as assigned.

MARGINAL DUTIES AND RESPONSIBILITIES

Marginal duties of this position include the following. Employees in this position perform some or all of the following tasks. Other duties may be assigned.

1. Attends educational support meetings, including individualized education plan (IEP) meetings, and school board meetings as directed.
2. Collaborates with Superintendent/Human Resources Director to resolve grievances and other employee relations issues.
3. Reports issues to authorities as necessary, animal control, suspicious activity, etc.
4. Reports safety, sanitary and fire hazards immediately to Superintendent or Designee.

REQUIRED KNOWLEDGE AND ABILITIES

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Knowledge of teaching and supervisory principles and techniques as well as District and building policies, procedures and practice.
2. Skill in organizing the building instructional process.
3. Ability to apply effective principles of supervision and teaching to direct and motivate students and staff of the building.
4. Effective interpersonal skills in managing and interacting with diverse groups of stakeholders.
5. Understand and meet the needs of culturally diverse communities including needs of students in poverty.
6. Excellent time management and organizational skills.
7. Ability to handle intense or controversial situations.
8. Demonstrated ability to manage conflict through quality decision-making and effective problem solving.
9. Demonstrated proficiency with word processing, Google Docs, spreadsheet and presentation software. Must be able to use District IT systems to perform routine tasks, such as: Frontline, Infinite Visions, Oregon School Assessment Systems, and Synergy to access financial reports and manage school staff, student information, and budget information.

SUPERVISORY RESPONSIBILITIES

This position may supervise teachers, educational assistants, student aides, volunteers, and all other assigned building staff in collaboration with Department Directors, when applicable. All school employees have some responsibility for supervising students and assisting in maintaining a safe environment at all times.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee is frequently required to walk, sit, use hands for fine manipulation, handle or

feel and reach with hands and arms. The employee is frequently required to stand and stoop, kneel, crouch or crawl. The employee must regularly lift and/or move up to 25 pounds and occasionally up to 50 pounds. Specific vision abilities required by this job include close, distance and peripheral vision, depth perception and ability to adjust focus.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

As an exempt, licensed employee you will perform work beyond a normal 40-hour work week when workload requires.

The work environment is in a school that combines standard office setting including standard office equipment (fax, copier, phone, computer, etc.) with the standard school setting. The noise level in the work environment is usually low to moderate but occasionally high depending upon student population and activities. The employee may be exposed to bloodborne pathogens. The employee is occasionally exposed to wet or humid outdoor weather conditions.

OTHER

Note: This is not necessarily an exhaustive or all-inclusive list of responsibilities, skills, duties, requirements, efforts, functions or working conditions associated with the job. This job description is not a contract of employment or a promise or guarantee of any specific terms or conditions of employment. The school district may add to, modify or delete any aspect of this job (or the position itself) at any time as it deems advisable.